

# Reinventing Our Communities Cohort Program



## Reinventing Our Communities (ROC) Cohort Program 2024: Inclusive Rental Housing and Workforce Development

The ROC Cohort Program supports cross-sector community groups in identifying and addressing barriers to inclusive growth in their local economies. ROC 2024 Cohorts will enroll in one of two tracks: inclusive rental housing or workforce development.

During the yearlong ROC program, cohorts participate in a racial equity training program led by research and practitioner experts, attend interactive webinars on topics related to housing or the labor market, and receive coaching and advising from national community and economic development leaders. Cohorts will develop a multiyear equity plan designed to strengthen their regional economy through community-led, data-driven strategies. Participants also engage in peer learning and have opportunities to network with communities across the nation facing similar challenges.

### Submit application:

Complete the 2024 Cohort application here.

### Questions? Need more information?

Contact [FRBP.ROC.Local@phil.frb.org](mailto:FRBP.ROC.Local@phil.frb.org)



### Key Information:

The ROC Cohort Program equips local leaders with the skills and knowledge to build strong, inclusive regional economies. Cross-sector teams engage in racial equity and economic development training, coaching and advising, and peer learning. Each cohort develops its own equity plan to strengthen its local economy using community-led, data-driven strategies.

In February 2024, the Federal Reserve Bank of Philadelphia will launch its fourth ROC Cohort Program. The 2024 program will offer two tracks: (1) inclusive rental housing, in partnership with NeighborWorks America, and (2) workforce development, in partnership with Equitable Cities Consulting. Each participating community will enroll in one of the two available tracks.

The 2024 program will include 12 communities from across the country working to build a national community of practice of applying racial equity solutions to strengthen regional economies and foster better economic outcomes.

### Key Dates:

<b>Application Opens:</b>	August 1, 2023
<b>Informational Webinars for Prospective Communities:</b>	August 22, 2023, and September 14, 2023
<b>Application Deadline:</b>	October 1, 2023
<b>Cohort Applicant Interviews:</b>	October–November 2023
<b>Cohort Selected:</b>	December 2023
<b>Onboarding:</b>	December 2023–January 2024
<b>Program Launch:</b>	February 1, 2024
<b>Program Completion:</b>	March 12, 2025

# Program Pillars

## Inclusive Regional Economies

Communities, program managers, partners, and trainers share a common mission to remove historical barriers that prevent communities from reaching their full economic potential.

1

## Capacity Building

Cohorts build community capacity to address key community development challenges through racial equity-centered collaboration.

2

## Collaborative and Community-Led

Program trainings are designed in response to the community needs of participating cohorts. Cohorts learn from and alongside other communities through peer learning opportunities.

3

## Evidence-Based and Data-Driven

Program elements are rooted in a data-driven and evidence-based approach to collaborating, planning, and implementing different strategies that advance inclusive economic mobility.

4

## Sustainable Systems Change

Cohorts build the community's capacity to deliver more equitable policies, partnerships, and resource outcomes.

5

**Background:** The ROC Cohort Program launched in March 2020 to support and strengthen community leadership on racial equity through practical and applied trainings, coaching and advising, and peer learning. To date, 28 communities from 17 states have participated in the first three rounds of the ROC Cohort Program.

**Program Model:** The ROC Cohort Program uses a Frame, Learn, and Apply model, which enables cohorts to research, collaborate, and plan for stronger, more inclusive regional economies.

### Frame

- Build a collaborative stakeholder table to address racial equity in your community
- Understand root causes, structures, and systems impacting equity

### Learn

- Center data and best practices in addressing local challenges
- Build a toolkit of strategies and tactics to strengthen inclusive regional economies
- Develop a peer network and community of practice across cohorts

### Apply

- Identify additional stakeholders and bring them into collaborative work
- Prioritize strategies that maximize impact for regional economies
- Use data, practitioner knowledge, and advising to implement changes

## Benefits to Participating Communities

- Interactive racial equity and topical trainings
- Coaching, advising, and mentorship from leading practitioners
- Funding for pitch training, including training on the Community Reinvestment Act (CRA)
- Collaborative networks of allies and peer communities across the country
- Access to localized data and research
- Forging strong partnerships between cohort members and the community
- Development of a multiyear, community-informed action plan
- Visibility and shared accountability within the community from program participation

# Focused Tracks

## Equitable Workforce Development

The workforce development track will examine the history of racial equity in local workforce systems. Cohort members will develop a shared language of key concepts in workforce development as well as an understanding of structural barriers that limit inclusive growth. Cohorts will explore strategies that they can leverage to expand equity in workforce pipelines, from both the public and private sectors. Cohorts will have opportunities to connect with other communities facing similar challenges and collectively design an equity-focused action plan to improve local workforce systems.

## Suggested Cohort Composition

Each cohort will be composed of six to eight members representing the local workforce development sector and led by an organization with deep ties to the local community. Potential collaborators can include:

- Nonprofits (training centers, economic development corporations, workforce development organizations)
- Public entities (workforce boards, community development departments, school districts)
- Private organizations (major employers, chambers of commerce)
- Tribal Nations
- Local workers associations and local or regional colleges

## Inclusive Rental Housing

The inclusive rental housing track will examine the history of racial equity in housing. Cohort members will develop a shared language of key concepts in rental housing and deepen their understanding of the rental housing regulatory environment. Tenant-based supports will be explored as interventions to mitigate rental housing challenges. Members will also look for potential financing options and opportunities to scale and sustain effective interventions that increase housing opportunities within a community.

## Suggested Cohort Composition

Each cohort will be composed of six to eight members representing the local housing sector and led by an organization with deep ties to the local community. Potential collaborators can include:

- The public sector (school districts, planning or community development departments)
- Major employers (hospitals, workforce housing providers)
- Funders or financial institutions
- Tribal Nations
- Housing organizations (builders associations, property managers, housing providers)

### Asset Mapping

An interactive data exercise led by expert facilitators to identify and build on local community resources

### Racial Equity Training

Sessions facilitated by leading racial equity trainers to inform an implementation plan

### Track-Specific Training

Small group trainings with leading industry research and practitioner experts



## Program Components

### Coaching, Advising, and Mentorship

Individualized coaching and advising from racial equity and industry-specific experts

### Multiyear Inclusive Development Plan

A cohort-informed implementation plan for inclusive growth in a region